SAN FRANCISCO
HUMAN RIGHTS COMMISSION

ANNUAL AIRPORT EMPLOYMENT PROFILE

1984, 1985

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City and County of San Francisco

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution

M E M O R A N D U M

To: Members of the Employment Committee and Human Rights Commission

Date: February 22, 1984

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From: Clemente Newball-Obregon

Re: Annual Airport Employment Profile

This report contains the data gathered and analysis of the workforce of the tenants who lease or rent space at San Francisco International Airport.

This questionnaire was sent out to all tenants in October 1983. Of the 113 questionnaires sent out, 84 responded.

The tenants at the Airport generate revenues ranging from $336 to $19 million annually. The amount of rent or fees paid is usually a percentage of the gross income, or a guaranteed annual minimum. The generated fees for 1980/81, $90 million; 1981/82, $122 million and as of June 30, 1983, $105 million.

Following are the six industries and categories that are used for the survey:

Aircraft Services

Ten tenants reported in 1983, nine in 1982, and eight in 1981. The function of these companies are to provide maintenances for the aircraft industry. Excluded from these is United Airlines, because they have their separate workforce in the airlines category. The workforce is as follows: 1981, 352 - 1982, 343 and 1983, 414 employees.

Airlines

Thirty airlines responded, included are the commuter lines also. The workforce was as follows: 1981, 20,981 - 1982, 19,983 - 1983, 20,481 employees.

Passengers-Transportation-Parking

Ground transportation companies who pay $1,200 per annum in permit fees and all privately owned parking facilities are included in this category. The workforce is as follows: in 1981 nine companies reported 689, in 1982 eleven companies reported 836 and in 1983 ten companies reported 762 employees.

Auto Rental

All car rentals with a desk at the Airport are in this category. In 1981 there were 5 with 565, in 1982 five companies reported 431 and in 1983 seven reported 498 employees.

Aircargo-Freight

All airlines dealing in the transportation of cargo and freight are in this group. Five companies reported 1008 in 1981, in 1982 three companies reported 467 and in 1983 the same three have 489 employees.

Concessionaires and Miscellaneous

This category includes all other tenants such as candy stands, newsstands, gift shops, restaurants, flower shops, animal shelter, medical clinic, hotels, shoe shine stands, etc. The workforce in 1981 with twenty-nine tenants reporting was 2781, in 1982 the same number of tenants had 2539 and in 1983 twenty-four tenants reported 2660 employees.

Complaint Cases:

There are three ongoing cases at this time involving airlines and maintenance companies at the Airport.

The first one is that of (B.R.A.C.) v. Airlines and Allied Maintenance, also known as the Skycaps case. The Director of the HRC found in favor of the Airlines on January 19, 1983. This case will be heard on February 23, 1984 by the HRC to decide if it is going to uphold the Director's finding, and this will conclude the Administrative process.

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

The second case is that of the SEIU Local 77 v. American Airlines and Pacific Southwest Airlines. also known as the Janitor's case. On April 13, 1983 the Director found World Service Inc. Sub-contractor of the above mentioned airlines in violation for discriminating on the basis of having all its workforces made up of Korean nationals.

Since that finding World Service Inc. has integrated its workforce and resolve its differences with Local 77.

Pending in this case is the refusal of P.S.A. and American Airlines to sign an affirmative action agreement with the H.R.C. as the prime contractors of World Service Inc.

The third and last of the complaints is that of Quantas, which is still under investigation.

Major Highlights of the
Workforce Analysis in Summary

1. The total workforce has increased by 1053 over 1982. The workforce for the last three years. 1981-26,376; 1982-24,265, and 1983-25,318.

2. Females in the workforce for the last three years: 1981-7,984; 1982-7,949, and 1983-8,060.

3. Minorities in all categories for the three years are as follows: 1981-7,229 of of the total 26,376 or 27.4%; 1982-6,490 of the total 24,265 or 26.7%; 1983-6,889 of the total 25,318 or 27.2%.

4. Of all the categories, there is a very low percentage of minorities and women in the Professional category.

1981	out of	3,155	only	106	were minorities	or 4%
1982	"	" 2,290	"	93	" "	or 3.8%
1983	"	" 2,722	"	99	" "	or 3.7%

The category that has the highest percentage of minorities is Laborers.

1981	out of	824,	the minorities	were	517 - 62.7%
1982	"	" 924,	"	"	614 - 66.4%
1983	"	" 874,	"	"	565 - 64.6%

5. The minority women in the total workforce were as follows:

1981	total workforce	26,376	minority	2,104 or 7.9%
1982	"	24,265	"	1,780 or 7.3%
1983	"	25,318	"	1,922 or 7.5%

As you can see, after comparing the statistics over the last three years, the changes are not significant in any industry or category.

Now that the economy has started to pick up, we are hopeful that there will be some significant increases, both in numbers and minorities.

CNO:ltn

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The category that has the highest percentage of minorities is Laborers.

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TOTAL 1982	24,265	16,130	8135	115	2135	1980	451	1809	17775
PERCENTAGE 1983	100%	68%	32	0.4	9.6	8.2	1.3	7.4	73.1
CHANGE FROM 1982	+ 4%	+ 2%	- 2	-	+ .9	+ .1	- .5	-	- .1

TABLE II

WORKFORCE BREAKDOWN - BY - INDUSTRY - RACE - SEX

MALE

INDUSTRY	TOTAL	MALE	AI	API	B	F	h	W
Aircraft Service	347	303	2	60	22	2	20	197
%	1.4	87.3	0.6	19.8	7.3	0.5	6.7	65
Airlines	20481	14.670	78	1195	1226	145	1045	10981
%	80.8	71.6	0.5	8.2	8.4	0.9	7.2	74.8
Aircargo - Freight	570	355	3	21	21	5	22	283
%	2.3	62.2	0.8	5.9	5.9	1.4	6.2	79.8
Pass.Trans. - Pking	762	563	2	25	112	15	57	352
%	3.1	73.8	0.3	4.5	19.8	2.6	10.2	62.6
Auto Rental	498	226	1	26	35	9	23	132
%	1.9	45.3	0.4	11.5	15.5	4.	10.1	58.5
Concess. Misc.	2660	1236	10	284	182	54	188	518
%	10.5	46.4	0.8	23	14.7	4.3	15.2	42
TOTAL	25,318	17,353	96	1611	1598	230	1355	12463
PERCENTAGE	100	68.5	0.5	9.2	9.2	1.3	7.9	71.9

TABLE II

WORKFORCE BREAKDOWN - BY - INDUSTRY - RACE - SEX

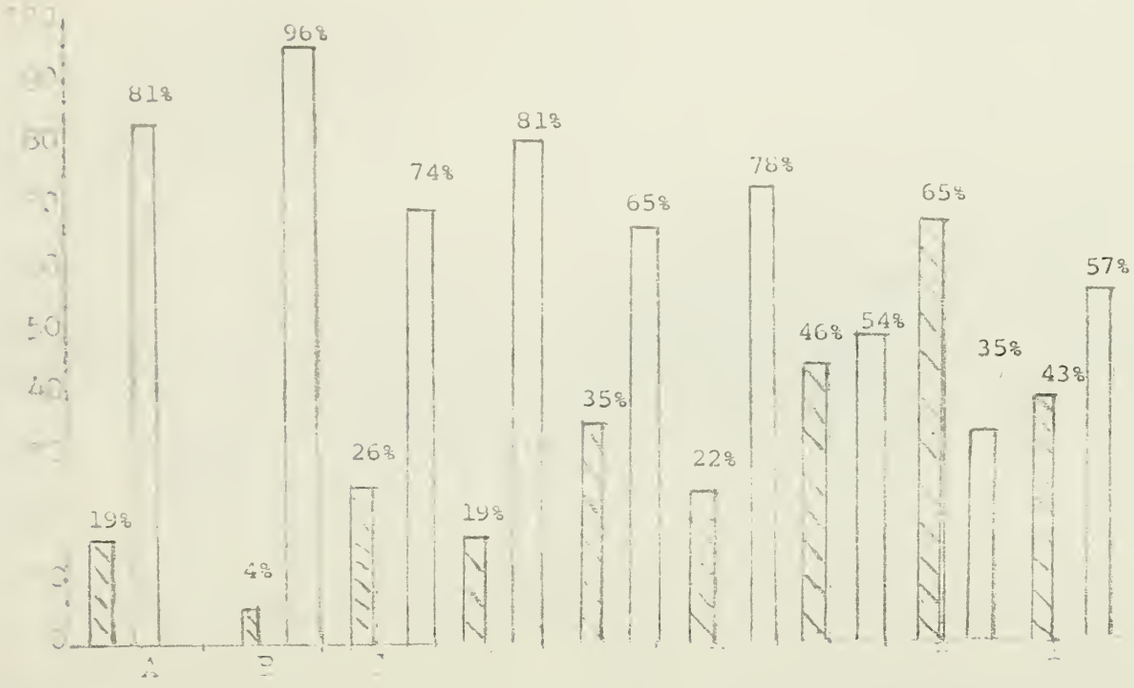
FEMALE

INDUSTRY	TOTAL	FEMALE		AI	API	B	F	H	W
Aircraft Service	347	44		0	6	3	6	5	24
%	1.3	12.6		0	13.6	6.8	13.6	11.4	54.6
Airlines	20481	5810		23	366	332	62	257	4770
%	80.9	28.3		0.3	6.3	5.8	1.1	4.4	82.1
Aircargo - Freight	570	216		0	3	10	2	10	191
%	2.2	37.8		0	1.4	4.6	0.9	4.6	88.5
Pass-Trans-Park	762	199		0	6	25	4	24	140
%	3.1	26.1		0	3.	12.6	2.	12.	70.4
Auto Rental	498	272		0	6	26	10	26	204
%	1.9	54.6		0	2.3	9.5	3.7	9.5	75
Concers Misc.	2660	1423		5	295	162	20	228	713
%	10.6	53.4		0.3	20.7	11.3	1.4	16.1	50.2
TOTAL	25318	7964		28	682	558	104	550	6042
PERCENTAGE	100	31.5		0.3	8.6	7.1	1.3	6.9	75.8

CHANGE IN WORKFORCE OF TOTAL INDUSTRIES
AND TOTAL OCCUPATIONAL CATEGORIES

Industries	1981	1982	1983
Aircraft Service	352	343	347
%	1	1.4	1.3
Airlines	20981	19981	20481
%	80	82.3	80.8
Aircargo - Freight	1008	135	570
%	4	0.5	2.2
Pass.-Trans.-Park	689	836	762
%	3	3.4	3.0
Auto Rental	565	431	498
%	2	1.7	1.9
Concers - Misc.	2781	2539	2660
%	11	10.4	10.5
TOTAL	26,376	24,265	25,318
PERCENTAGE	100	100/-.1	100/+.4

A). OCCUPATIONAL CATEGORIES - CHART I - MINORITY/MAJORITY COMPARISON



A). Officials & Managers

B). Proffessionales

C). Technicians

D). Sales Workers

E). Office & Clerical

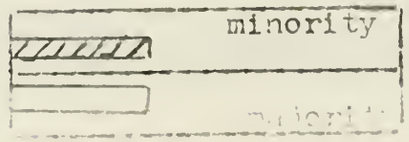
F). Craft Workers

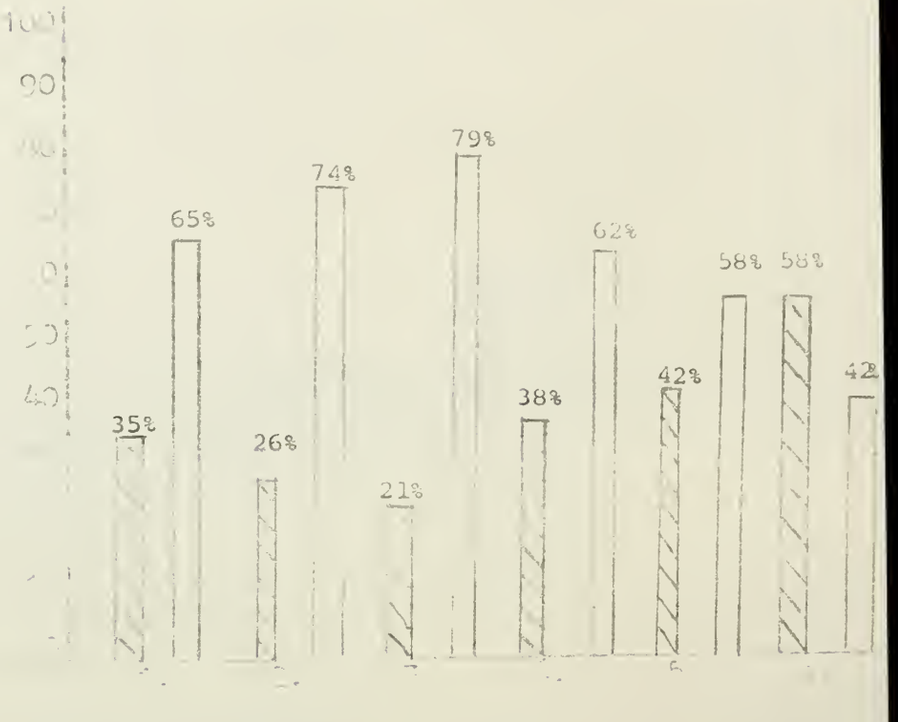
G). Operatives

H). Laborers

I). Service Workers

B). INDUSTRIES





1). Aircraft Services

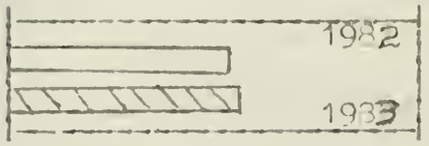
2). Airlines

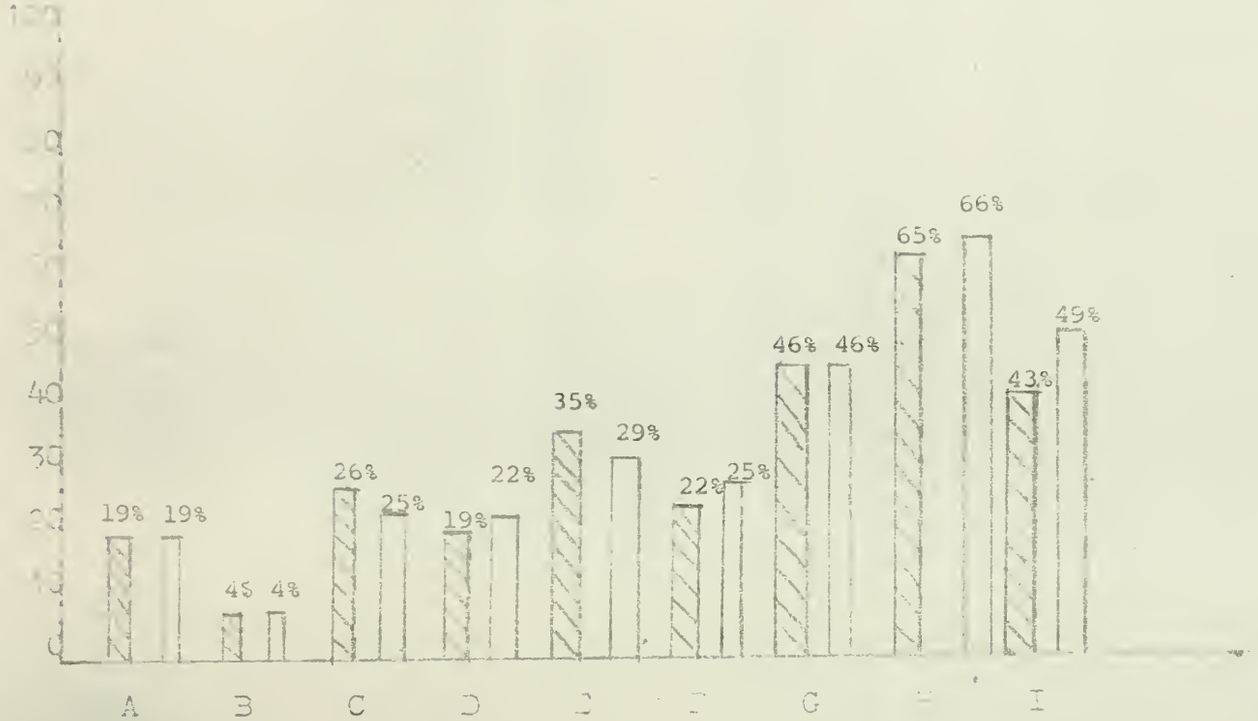
3). Aircargo Trucking

4). Passengers Transport & Parking

5). Auto Rentals

A) OCCUPATIONAL CATEGORIES - CHART II MINORITY COMPARISION 1982 - 1983 B) INDUSTRIES





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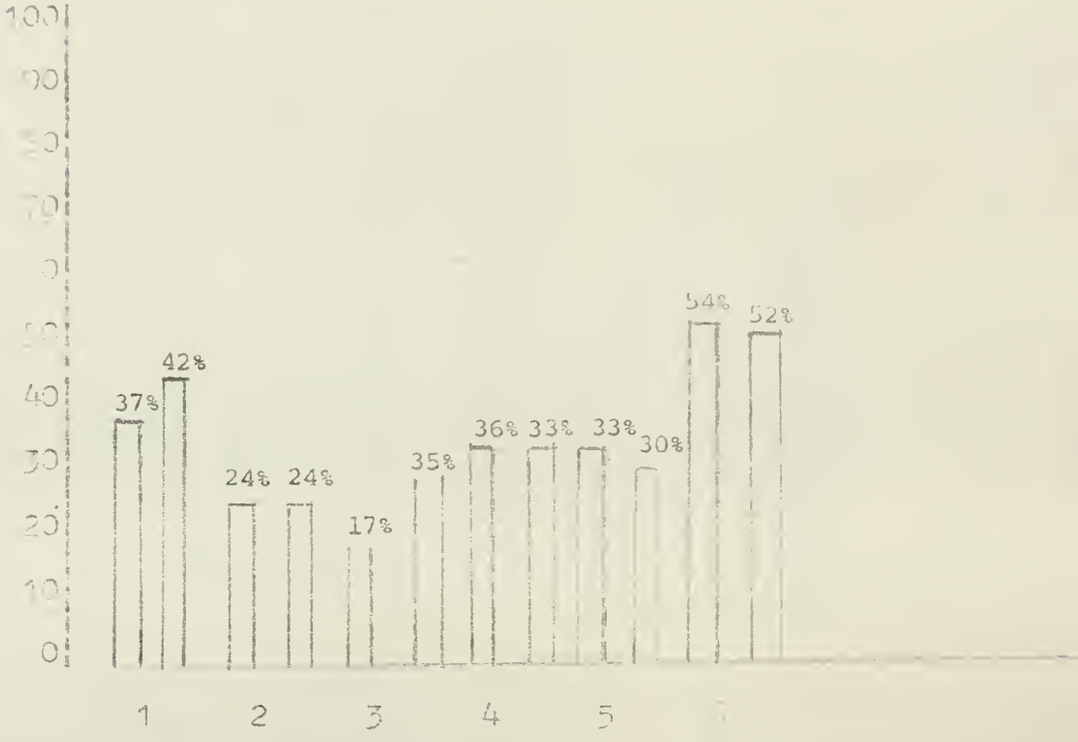

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3) Aircargo Freight
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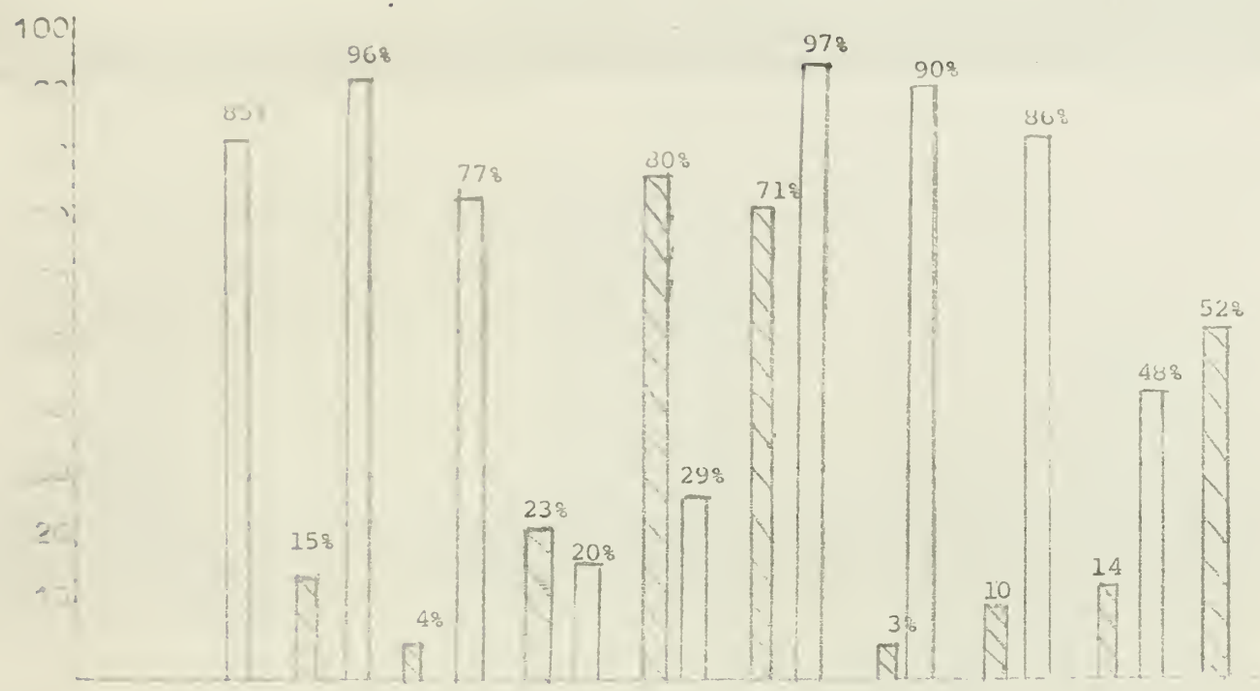
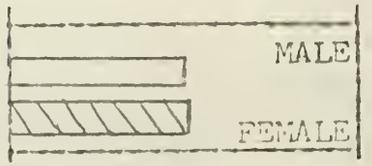
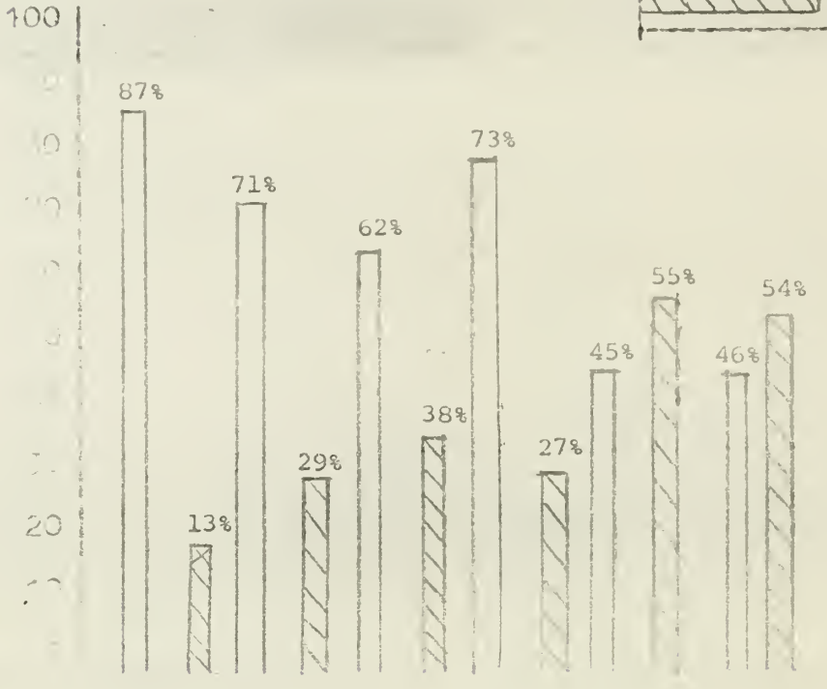
A. OCCUPATIONAL CATEGORIES - CHART III MALE / FEMALE COMPARISON



B-INDUSTRIES





2). Airlines

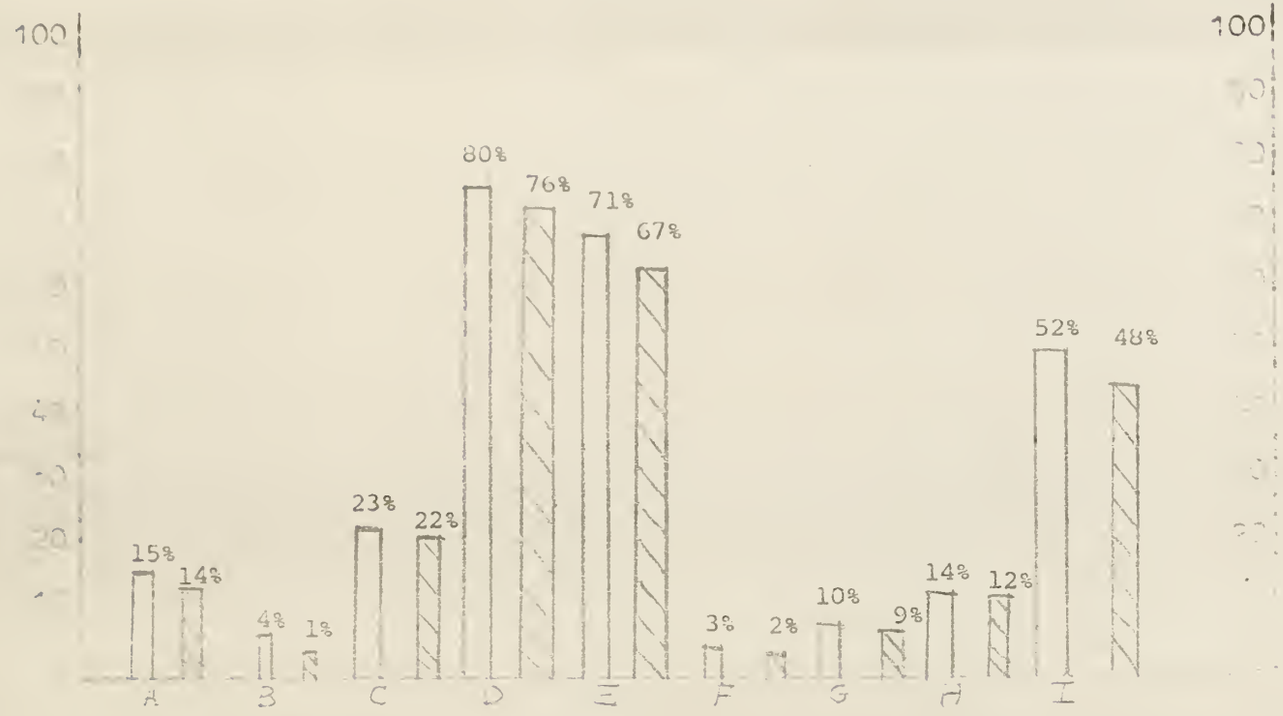
3). Aircargo Freight

4). Passengers Transportation Related

5). Auto rentals

6). Concessionaires Miscellaneous

A. OCCUPATIONAL CATEGORIES - CHART IV FEMALE COMPARISON



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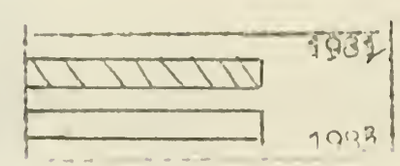

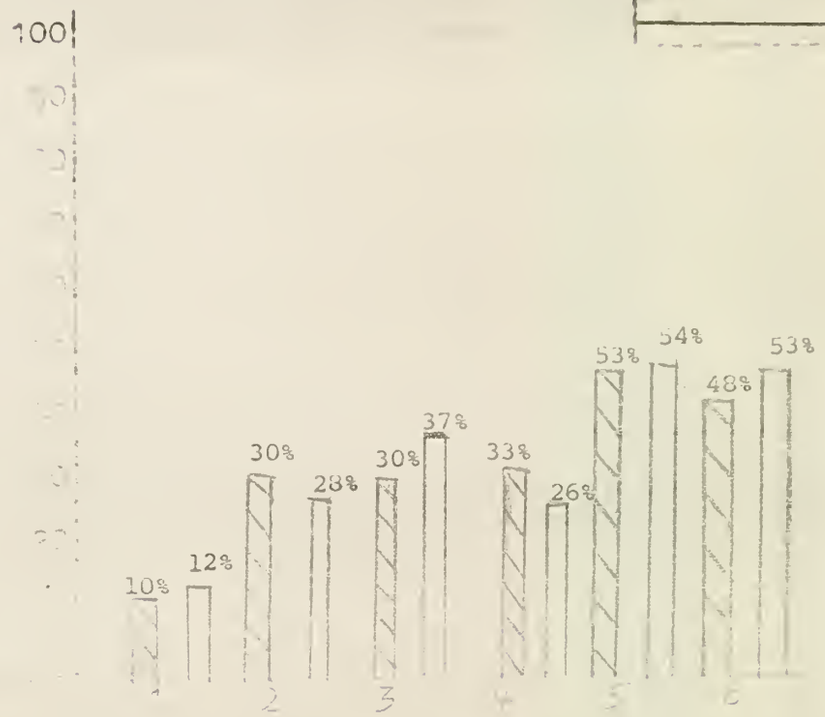

[illegible]

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The only pending complaint is that of Quantas, which will be resolved soon.

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Following are the six industries and categories that are used for the survey:

Aircraft Services

12 tenants reported in 1984. The function of these companies are to provide maintenances for the aircraft industry. Excluded from these is United Airlines, because they have their separate workforce in the airlines category. The workforce of the Aircraft Services is 520 employees up from 414 in 1983.

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Thirty airlines responded, included are the commuter lines. The workforce in this industry is 21,363 employees compared to 20.481 in 1983.

Passengers-Transportation-Parking

Ground transportation companies who pay $1,200 per annum in permit fees and all privately owned parking facilities are included in this category. The workforce compiled is 723 employees for 10 companies compared to 762 in 1983.

Auto Rental

All car rentals with a desk at the Airport are in this category. Reported on workforce 545 employees from 12 companies up from 498 in 1983.

Aircargo-Freight

All airlines dealing in the transportation of cargo and freight are in this group. There are 660 employees working for 5 companies, in 1983 there were 489.

Concessionaires and Miscellaneous

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Major Highlights of the Workforce Analysis in Summary

1. The total workforce has increased by 1,065 over 1983 or 4.1%.

2. Females in the workforce is 8,269 up 209 from 1983.

3. Minorities in all categories are 8,360 of 26,383 or 31.6% up from 27.2% in 1983.

4. Of all the categories, there is a very low percentage of minorities and women in the Professional category. Out of 3,428 only 233 are minorities or 2.6% down from 3.7% in 1983.

   The category that has the highes percentage of minorities is Technicians. Out of 389, 239 are minorities or 61.4.

5. The minority women in the total workforce is as follows: Total workforce 26,383 minority women 2,876 or 10.9% up from 7.5% in 1983.

Employment of Minorities and Women
at San Francisco International Airport
for Year Ending December 31, 1984

I. Introduction

This is the annual report on the employment status of minorities and women at the San Francisco International Airport.

It is the HRC staff's continuing effort to keep the public informed of the compliance activities.

The data for this report was obtained from 90 of the 119 tenants who answered the annual questionnaire that was sent out in October 1984. Statistics on workforce breakdown by race, sex, occupational category and industry are on Tables one through three (see attachments).

II. Analysis of Current Status

The employment level in 1984 compared to 1983 showed an increase, as you cann see, in the following analysis.

A. Total Number of Workers: On Table I the total number of workers reported is 26,383 compared to 25,318 in 1983. The number of men are 18,114 and women 8,269, a total increase of 1,065 or 4.1%. The comparison between 1983 and 1984 is as follows:

1983			1984		
Men	-	Women	Men	-	Women
17,318		8,060	18,114		8,269

B. Minority and Women Workers: In 1984, both minority men and women made gains going from 27.2% of the total workforce in 1983 to 31.6 in 1984, this change is due to the increase of Blacks, Hispanics and Filipino in the different occupational category.

Of these totals, women separately shows the following:

1983	1984
8,060 of 25,318	8,269 of 26,383

with an increase of 209 or an increase of 2.5% over 1983

C. Employment of Ethnic Groups: The total workforce at the Airport is as follows: White male, 47.8%; Female, 20.4%; Black male, 6.6%; Female, 3.8%; Hispanic male, 5.9%; Female, 4.0%; Asian and Pacific Islands male, 6.5%; Female, 2.2%; Filipino male, 1.4%; Female, 0.6%, American Indian and Alaskan Native male, 0.2%; Female, 0.1%.

D. Meeting the Employment Goals: In our analysis of the different occupations from the questionnaires submitted for the Year 1984, the majority of the tenants are meeting their goals, and those that are not, are urged to do so according to the established HRC Affirmative Action Program.

The Total minorities in the different occupations in the workforce for 1984 was 8,360 or 31.6%. By occupation, the percentages are as follows: Officials and Managers, 21.9%, Professionals, 5.2%; Technicians, 61.4%; Salesworkers, 29.8%; Office and Clerical, 33.5%; Craftworkers, 38.5%; Operatives, 52.7%; Laborers, 45.9% and Service Workers, 32.0%. The only occupation that is substantially low is the Professionals.

Women in the 1984 workforce were 8,269 or 31.3% percentages by occupation are as follows: Officials and Managers, 34.3%; Professionals, 6.7%; Technicians, 17.7%; Sales, 68.6%; Office/Clerical, 54.5%; Craftworkers, 8.8%; Operatives, 8.5%; Laborers, 18.9%; Service Workers, 27.2%. The S.M.S.A percentages of available workers for different occupation categories

for minorities and women are as follows: Officials/Managers, 23.4%; Professionals, 20.4%; Technicians, 25.6%; Sales, 43.5%; Clerical/Office, 45.0% Craftworkers, 19.9%; Operatives, 55.4%; Laborers, 55.5%; Service Workers, 46.5%. The total workforce available from the S.M.S.A. is 2,241.891 Minorities represent 29% women 44.5% and minority women 12.9%.

Even though there is the available workforce based on the information from the 1980 EEO files, the jobs are not forthcoming so as to absorb the unemployed.

III Comparison with Prior Year

For the purpose of comparison by race and sex for 1984 and 1983, the following table shows the number and percentage changes:

	1983		1984	
Ethnic Groups	Male	Female	Male	Female
White	49.2	23.8	47.8	20.4
Black	6.3	2.2	6.6	3.8
Hispanic	5.3	2.1	5.9	4.0
Asian/Pacific Islands	6.3	2.6	6.5	2..2
Filipino	0.9	0.4	1.4	0.6
American Indian/Alaskan Nat.	0.3	0.1	0.2	0.1

IV Comparison with Workforce Availability Information

The availability factor taken from the 1980 EEO file for different occupations in the City and County of San Francisco is as follows: White workers, 57.3%; Blacks, 9.9%; Hispanics, 11.2%; Asian and Pacific Islands, 20.7% included are the Filipinos; American Indians and Alaskan Natives, 0.3%. When we compare these figures with the 1984 workforce data, we find that all minorities are underutilized.

V Compliance Problems

The compliance problems with the Airport tenants are twofold, the first and foremost is the difficulty in getting the major airlines to agree to our Affirmative Action Program. The second is the response to the annual questionnaires and workforce reports that are never returned on time. Several requests must be made to tenants, and even letters of threats of non-compliance before we receive any response.

VI Other Compliance Activities

Enforcement efforts: Whenever deficiencies in the employment pattern of minorities and women develops, the HRC complaint procedure requires that a letter of warning beissued and if there is no response then a formal complaint can be filed. Usually the letter of warning will serve its purpose, and no further action needs to be taken.

VIII Conclusions and Recommendations

We have seen from the data that minorities and women are increasing in the workplace, but at a slower rate than we anticipated over the last two years. Even as the economy moves ahead, the hiring has not increased significantly for minorities and women, even though there has been an increase in the workforce over the last two years. The highest participation was that of the Hispanics in 1984, increasing from 7.4% of the total workforce in 193 to 9.9% in 1984. This increase ws visible in all occupations, making the total in difference an increase by 738 in 1984 over 1983, for Hispanics.

Staff, therefore, recommends that in order to increase the participation of minority and women 1) tenants be required to submit an informational sheet with available jobs to the HRC and 11 viable employment, information and referral organizations in the different minority communities; and 2) streamline the complaint process so that it can be more effective in its enforcement. Hopefully, this can be accomplished in the near future.

CNO:pa
4/22/85
[Em-C]FBB

CITY AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

rom the Office of the
UMAN RIGHTS COMMISSION

1095 Market Street #501
San Francisco 94103
558-4901

o: Employment Committee

Date: April 23, 1985

rom: Clemente Newball-Obregon

ubject: Addendum to Airport Employment Workforce Profile

As per the Employment Committee's request, the following is submitted as an addendum to the Airport Report:

1) The general policy of the Human Rights Commission with regards to Affirmative Action Agreement with the airlines and businesses is not to force them to sign an Affirmative Action Agreement. If after reviewing the workforce, we find that an airline or business is grossly underutilizing minorities and women, we would proceed to have them come into compliance through the process of negotiating an Affirmative Action Agreement.

2) We try to insist upon all tenants to recruit minorities and women whenever there are openings.

3) The criteria that is used for availability, is that of the workforce from San Francisco, San Mateo, San Jose and Oakland (S.M.S.A.) EEO 1980 Census.

4) Part of the licensing process to operate requires all major airlines to file an Affirmative Action Plan with the Federal Government.

5) Compliance review for airlines is done on a yearly basis and businesses likewise.

6) Using the S.M.S.A. data, the percentage for minority: 29%, women: 44.5%, and minority women: 13% is available for employment, but what we encounter is that the jobs are not there to absorb these percentages.

7) We are concerned about increasing the participation of minorities and women by all tenants at the Airport, what we would like to see is the creation of a mechanism whereby openings are made available so that all concerned may be able to refer minorities and women for employment, this is a strategy we will have to work out.

) gm

TOTAL	1984		26,383	18,114	8,269		18,023	2,768	2,360	2,300	549	113
TOTAL	1983		25,318	17,318	8,060		18,529	2,074	1,892	2,453	348	122

MALE

T A B L E II

1984

WORKFORCE BREAKDOWN - BY - INDUSTRY - RACE - SEX

	TOTAL	MALE		W	B	H	A/PI	F	AI
Aircraft Service	520	420		250	45	37	75	10	3
%	1.9	80.7		48.0	8.6	7.1	14.4	1.9	0.5
Airlines	21,363	15,183		11,102	1320	1170	1250	250	85
%	80.9	71.0		51.9	6.1	5.4	5.8	1.1	0.3
Air-Cargo	660	490		380	30	30	25	20	5
%	2.5	74.2		57.5	4.5	4.5	3.7	3.0	0.7
Pass. Trans.,	723	556		302	122	67	35	25	5
%	2.7	76.9		41.7	16.8	9.2	4.8	3.4	0.6
Auto Rental	545	162		50	40	30	30	10	2
%	2.0	29.7		9.1	7.3	5.5	5.5	1.8	0.3
Concession	2572	1341		540	200	231	300	60	10
%	9.7	52.1		20.9	7.7	8.9	11.6	2.3	0.3
TOTAL	26,383	18,114		12630	1757	1565	1715	375	72
PERCENTAGE	100	68.6		47.8	6.6	5.9	6.5	1.4	0.2

FEMALE

TABLE II

1984

WORKFORCE BREAKDOWN - BY - INDUSTRY - RACE - SEX

	TOTAL	FEMALE		W	B	H	A/PI	F	AI
Aircraft Service	520	100		78	5	5	6	5	1
%	1.9	19.2		15	0.9	0.9	1.1	0.9	0.1
Airlines	21,363	5,788		4190	570	563	335	100	30
%	80.9	27		19.6	2.6	2.6	1.5	0.4	0.1
Air Cargo	660	170		125	15	15	10	5	0
%	2.5	25.7		18.9	2.2	2.2	1.5	0.7	0
Past-Trans-Park	723	187		80	40	25	24	18	0
%	2.7	25.8		11.	5.5	3.4	3.3	2.4	0
Auto Rental	545	383		270	41	36	20	16	0
%	2.0	70.2		49.5	7.5	6.6	3.6	2.9	0
Concess-Misc.	2572	1,641		650	340	421	190	30	10
%	9.7	63.8		25.2	13.2	16.3	7.3	1.1	0.3
TOTAL	26,383	8,269		5393	1,011	1,065	585	174	41
PERCENTAGE	100	31.3		20.4	3.8	4.0	2.2	0.6	0.1

T A B L E III

1984

CHANGES IN WORKFORCE OF TOTAL INDUSTRIES
AND TOTAL OCCUPATIONAL CATEGORIES

Industries	1983	1984	Change
Aircraft Service	347	520	+173
%	1.3	1.9	+0.6
Airlines	20,481	21,363	+882
%	80.8	80.9	+0.1
Air Cargo	570	660	+90
%	2.2	2.5	+0.3
Pass- Trans-Park	762	723	-39
%	3.0	2.7	-0.3
Auto Rental	498	545	+47
%	1.9	2.0	+0.1
Concess-Misc.	2,660	2,572	-88
%	10.5	9.7	-0.8
TOTAL	25,318	26,383	+1065
PERCENTAGE	100	100	+4.1

CITY AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco, CA 94103
558-4901

To: Employment Committee

Date: May 22, 1985

From: Clemente Newball-Obregon

Re: Additional information on Airlines and Businesses at the San Francisco International Airports.

The following information is based on the reports received during and after December, 1984 based on the 1983 tenants list.

The tenants providing services are as follows:

Aircraft Service: 15 Responded: 12

Four of the respondents have deficiencies in the employment of women.

Airlines: 62 Responded: 45

Fifteen more airlines responded after the deadline and are taken into account in this supplemental.

Of the 45, there are 15 companies with less than 15 employees and there are 5 that are under the percentages of the general civilian workforce as per the Census profile for the Standard Metropolitan Statistical Area (SMSA)

Pass./Trans./Parking: 23 Responded: 18

There are 2 companies that are under utilizing minorities and women.

Auto Rentals: 12 Responded: 12

There are 2 companies with less than 15 employees, the rest are within the percentages .

Concess./Misc: 27 Responded: 25

Eleven have less than 15 employees, the rest are within or over the percentages.

This office will be contacting those companies that are deficient in the utilization of minorities and women. An Affirmative Action Agreement will be negotiated with these companies so as to reach the required percentages.

The median used is that of the SMSA based on the 1980 Census.

The percentages are Minorities 29%. Woman 44.5% and Minortiy women 13%.

These are the numbers use to evaluate the different companies doing business at the airports.

CNO:bct